



# OKR APPLICATION

## Development

## CLIENT OVERVIEW:

A renowned travel services wholesaler is a leading travel business that provides a wide range of travel services, including flight bookings, hotel reservations, tour packages, and travel advisory services. With a strong commitment to excellence and employee growth

A renowned travel services wholesaler recognized the need for a comprehensive OKR (Objectives and Key Results) system to align all business processes, set performance goals, and reward employees based on their achievements.



## CLIENT CHALLENGES:

A renowned travel services wholesaler faced specific challenges related to goal-setting, performance tracking, and incentivizing employees:



### **Lack of Goal Alignment:**

The company lacked a systematic approach to aligning objectives across all business processes, leading to fragmented goals and misalignment with the company's overall strategy.



### **Manual Performance Tracking:**

The existing process of tracking OKRs and performance was manual, time-consuming, and prone to errors, hindering timely decision-making.



### **Incentive Mapping Complexity:**

Bluestar Air Travel needed a reliable system to map OKRs with incentives and automate the disbursement of monthly incentives based on individual performance.



### **Performance Evaluation:**

The client sought a streamlined and fair performance evaluation process, involving employee, manager, HR, and Head of Department (HOD) ratings to determine promotions or appraisals.

## PROPOSED SOLUTION:

To address a renowned travel services wholesaler challenges, a custom OKR application was proposed. The OKR application aimed to streamline goal-setting, automate performance tracking, facilitate incentive-linked OKR mapping, and simplify the performance evaluation process.

## KEY OBJECTIVES:



### **Centralized OKR Management:**

Develop an OKR application to centralize goal setting, allowing seamless alignment of objectives across all departments and employees.



### **Incentive Mapping and Disbursement:**

Create a system to link OKRs with incentives and automate the monthly disbursement of incentives based on individual achievements.



### **Real-Time Progress Tracking:**

Implement a dashboard that provides real-time updates on OKR progress, enabling proactive decision-making and performance evaluation.



### **Performance Evaluation Workflow:**

Design a performance evaluation workflow involving employee self-assessment, manager ratings, HR ratings, and final HOD ratings to determine promotions or appraisals.

## DEVELOPMENT PROCESS:

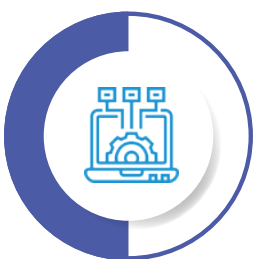
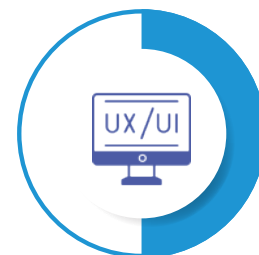


### Requirement Gathering:

The Bizinso development team collaborated closely with Bluestar Air Travel's stakeholders to understand their specific OKR management, incentive, and performance evaluation requirements.

### Design and Prototyping:

Based on the gathered requirements, Bizinso's designers created intuitive wireframes and prototypes to demonstrate the application's user interface and functionality.

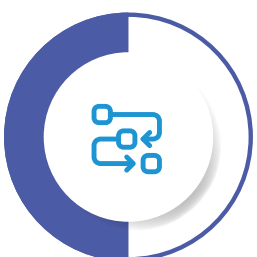


### OKR Mapping and Incentive Algorithm:

The team worked on developing an algorithm to link OKRs with incentives and ensure accurate disbursement based on individual performance.

### Real-Time Progress Tracking:

The application was designed to provide real-time updates on OKR progress through dynamic dashboards and reporting features.



### Performance Evaluation Workflow:

A comprehensive performance evaluation workflow was developed, involving employee self-assessment, manager ratings, HR ratings, and final HOD ratings.

### Testing and Quality Assurance:

Rigorous testing was conducted to ensure the accuracy and reliability of the OKR application and its performance evaluation features.



### Deployment and Training:

After successful testing, the OKR application was deployed on a secure server, and comprehensive training was provided to employees and managers on how to use the application effectively.

## RESULTS AND ACHIEVEMENTS:



### Centralized OKR Management

The custom OKR application enabled A renowned travel services wholesaler to set and align objectives across all business processes, fostering goal clarity and strategic alignment.



### Real-Time Progress Tracking:

The real-time progress tracking feature allowed timely intervention and adjustments to ensure OKR achievement and successful outcomes.



### Incentive Mapping and Disbursement:

The automated incentive mapping and disbursement system encouraged employee performance and motivation, positively impacting business results.



### Streamlined Performance Evaluation:

The performance evaluation workflow involving employee, manager, HR, and HOD ratings facilitated fair and transparent performance assessments, contributing to informed promotion and appraisal decisions.





## **CONCLUSION:**

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The custom OKR application developed by Bizins for A renowned travel services wholesaler revolutionized their goal setting, performance tracking, and incentive management processes. By centralizing OKR management, providing real-time progress updates, automating incentive disbursement, and streamlining performance evaluations, the OKR application contributed to improved employee

goal attainment, and overall business performance. A renowned travel services wholesaler could now reward and recognize employees based on their achievements, fostering a culture of excellence and continuous improvement. Bizins's expertise in developing tailored applications played a pivotal role in assisting Bluestar Air Travel in its journey towards data-driven performance management and employee growth.